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ABSTRACT

This book addresses what keeps women out of the highest levels of academia in the United States and Canada and demonstrates that while many women believe that when they fail it is their fault, their fate is more likely to be sealed by the barriers they face within the male environment. The book presents a list of the forms that the maleness of the environment take; two are the conflict between professional and family responsibilities, and sexual harassment. In addition, the book offers advice on practical techniques in preparing a curriculum vitae, handling job interviews, and applying for promotions and tenure. A final chapter provides a checklist which serves two purposes: to provide guidance in a search for women-positive institutions and to give suggestions for ways individual women, and women in groups, can work to improve the situation at their own institutions. Appendices present data on gender bias in academia, examples of the maleness of the environment, and suggested guidelines for hiring, promotion, and tenure committees. Contains a bibliography of over 500 references within the categories of general references; graduate students; grievance and legal proceedings; job search and hiring; mentors, supervisors, and role models; non-regular instructional personnel; older women; research, writing, publishing, and obtaining grants; and sexual harassment and safety. (GLR)

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